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DATE: January 12, 2007

TO: Washington State Apprenticeship and Training Council Members
Labor and Industries' Apprenticeship Coordinators
Washington State Apprenticeship Training Directors/Coordinators
Interested Apprenticeship Stakeholders

FROM: Patrick Wood, Assistant Director, SCSD

SUBJECT: **QUARTERLY REPORT FOR SECOND (FY) QUARTER 2007
(October - December 2006)**

There were **14,055** active apprentices for the 12-month time period ending December 31, 2006 of which **1850** were women and **3104** were minority.

For the time period: (Oct - Dec 06)

- **114** individuals received completion certificates;
- **1149** individuals were registered;
- **0** committees were registered with a total of **0** occupations;
- **1** program was registered with a total of **1** occupations; and
- **1** occupation was added to **1** existing program.

As of December 31, 2006 there are:

- **246** registered programs, of which there are:
 - 34 plant programs;
 - **1** OJT program;
 - 113 Group-Joint programs;
 - 68 Individual-Joint programs;
 - 19 Group Non-Joint Programs;
 - 9 Individual Non-Joint programs; and
 - 2 Individual Waiver program

If you break this out to one program equals "1 occupation with one committee" then there are currently **610** individual programs active as of December 31, 2006.

General Apprenticeship Activities:

The following committees/programs/occupations were approved at the October 2006 WSATC quarterly meeting.

Construction Industry and Training Council	Plumber	Geographical Area expansion
UA (Locals 26, 32, & 598), AWIU (Locals 7, 36, & 82) and Employers Firestop/Containment Worker Apprenticeship Committee	Firestop/Containment Worker	New standards
City of Seattle, Washington Apprenticeship Committee	Drainage and Wastewater Collection Worker	New Occupation

Pre-apprenticeship grants

There are two remaining Running Start for the Trades grants that are available to school districts in Washington State. This funding will be available through the OSPI iGrants system in the coming weeks, and the money will be for school districts to negotiate and implement agreements with local apprenticeship programs.

Apprenticeship Utilization report to the legislature

The legislature has requested that L&I and the Department of General Administration complete a report on apprenticeship utilization on public works projects. This report is in final stages, and should be complete within the coming weeks.

Position openings in Central Office:

There currently 2 vacant position openings in Central office in Tumwater that will be opening soon for applications. One is the Apprenticeship Technical Specialist and the other is a new Compliance and Retention specialist position that will focus on investigations, appeals and compliance activities. The position announcements for these two vacancies should be posted in the near future.

Temporary help

We would like to express our thanks to Regina Thomas who has been assisting us since early November in Central office while SuAnne Pettit has been out and who is now back working. Regina normally works in the Contractor Registration Section of L&I.

WASHTI, the Washington State Safety and Health Training Institute - Looking for More Participation

Source: Mark Maher, Western Washington Cement Masons Apprenticeship

WASHTI, the Washington State Safety and Health Training Institute, is looking for more participation from the apprenticeship community. Their current project is designed to explore and help remedy the major causes of time-loss accidents in each specific trade. This will be done through Labor/Management/State committees for each trade, who will disseminate the statistics and develop the training and best practices for their industry.

Dr. Michael Silverstein, with the support of WSATC, has just completed a survey of the safety training being done by the apprenticeships in Washington State. His team noted that, on the surface, there seemed to be holes in the safety training apprentices receive for their industries. It is the hope of WASHTI to plug those holes, and to improve apprentice and journey and safety training in each segment of the construction industry.

For more information, and to be placed on WASHTI's email list, contact Mark Maher at (206)762-9286, or email concretetraining@msn.com.

School to Apprenticeship Program Seeking Employers

Source: Rebecca Harrison, Ground Floor newsletter for November, 2006

As we move into the outreach and recruitment season for the Get Electrified, Frame Your Future, and Cutting Edge Technologies in Sheet Metal & HVAC Services School to Apprenticeship programs, employer participation is an essential component. The more employers who participate, the more students we are able to accept into the program. If you know of an employer who may be interested in sponsoring a student through this program model, please contact Trudy Johnson at 253.404.3988.

Thank you to all of the employers participating currently: Thompson Electric, City Electric, NorthShore Electric, Birch Electric, Madsen Electric, Rushforth Taylor Construction, HHJ Construction, Pease Construction, John Korsmo Construction, and Emerald Aire. Pease and Korsmo were unable to employ students this year, but we are grateful for their participation!

DVD Released to Promote "The Original Four Year Degree"

Source: Rebecca Harrison, Ground Floor newsletter for October, 2006

The Washington State Construction and Building Trades Council has released a DVD for educators interested in sharing information about apprenticeship. Two versions are available: one version targets students, and the other version is geared more towards parents. The DVD includes many familiar people and places from around the state, including local instructor Steve Harper from the SW WA Electrical J.A.T.C.

To order the DVD, call 360.357.6778, or go to www.wabuildingtrades.org

Puget Sound Electrical JATC - Apprentice of the Quarter.”

Source: Misty Gilliland, Administrative Assistant

“Attitude is everything!”



Eric Nyland enjoys a challenge. He works harder and strives to do better when something difficult is put in front of him. That is what he likes most about the electrical apprenticeship. “I love the hands on experience. I get the most enjoyment out of seeing something tangible that I did,” Nyland says. “When I am challenged, it really makes me think.”

Eric was born and raised in the Seattle area with two brothers and a sister. While growing up, his father taught him about work ethic and hard work. Eric rarely saw his father miss a day of work. He learned from him to always give it your all and Eric has applied that principle to the apprenticeship program.

After watching his father as a linemen and speaking to his cousin about the program, Eric decided that being an electrician was the way to go. He began the Construction Electrician program in July 2004. Since then, he worked for Sequoyah Electric for two years and has been with Totem Electric since July. He has had the opportunity to work on various projects around the Puget Sound area. “I like the change and constantly learning new things,” Nyland says, “I enjoy doing different things everyday.”

Eric also enjoys the schoolwork that is incorporated into the program. He finds it fascinating that no matter how much he thinks he knows there is always more to learn. He wants to continue taking classes even after he graduates. He believes that it is important to stay up to date on things such as codes etc. since they are constantly changing.

When Eric is not working or doing schoolwork, he enjoys spending time with his two children. He has three year old girl and a five year old boy. He is amazed at how much energy they have! He also enjoys participating in “no holds barred” fighting. Similar to Ultimate Fighting, it combines boxing, wrestling, submission techniques and martial arts. It is a sport that is sometimes given a bad rap. Many think of it as brutal and violent, but to Eric it offers him many things. “I enjoy it for the exercise and competition.” He spends most of his time training since matches only take place once or twice a year.

Through Eric’s experiences in the program, he has learned that it is all about having a positive attitude. “Attitude is everything,” Nyland says. “If you are stuck digging a ditch, make sure that you dig the best ditch there is!” He believes that having a good attitude will create more opportunities in his life. He wants to continue to do the best that he can in the program. He hopes

to one day own a house, but for now, he is most concerned with learning and staying focused on his career.

Status Check of the Construction Industry – Opportunities to Connect People to Satisfying Jobs

Source: Carol O'Neill, Washington Women in Trades

Workforce Data:

- ✦ Over 87% of construction jobs in Seattle pay a living wage, including 67% entry-level positions
- ✦ Construction employment with progressive opportunities **requires** well-trained workers
- ✦ The aging workforce in building trades is retiring now – impacting immediate jobs as well as apprentice to journey-level ratios – *but there is opportunity for skill transfer across the industry*
- ✦ The misperception of the construction industry is identified as the most significant factor to attracting and retaining new/younger workers

Seattle:

- ✦ Seattle residents in the construction industry are a mobile workforce, working on projects throughout King County and along the I-5 corridor – transportation is key to job retention
- ✦ Current and proposed major public works projects in the city receive considerable statewide media attention – ***should be utilized as a platform to promote future construction jobs***
- ✦ Infrastructure improvement and pace with commercial demand impacts the entire Seattle economy – the ability to attract and retain firms and talent, esp. in Prosperity Partnership target industries depends on commercial and lifestyle construction
- ✦ Established pre-apprenticeship programs in King County serving Seattle residents face great difficulties recruiting income-eligible program candidates - disconnects between tremendous efforts underway
- ✦ Funding available (stipends) that could support individuals entering apprenticeships or construction-related training at community/technical colleges is not easily accessible – and it needs to cover child care and transportation costs
- ✦ Seattle schools have construction programs or articulations – leaders in school districts should be encouraged to develop Tech Prep articulations with apprenticeships and construction programs at colleges
- ✦ Renton Technical College and South Seattle Community College are the top two colleges partnering with apprenticeship in Washington State – and both serve primarily King County residents – *their recruitment efforts should be supported*
- ✦ According to regional and national economists, Seattle is one of five cities in the nation that will not feel the “full effects” of a real estate “bubble,” which impacts small residential and remodeling construction firms, housing sales, and ultimately, the tax payer base

Puget Sound:

- ✦ The greatest concentration of construction work (residential, commercial, and public works) is underway in Pierce, King and Snohomish Counties
- ✦ The workforce development councils in Pierce County and Snohomish County identify construction as a primary sector to local vitality, supporting regional “skill panels” to support workforce initiatives
- ✦ People of Hispanic, Ukrainian, Russian and Vietnamese heritages are among the top talent groups entering construction without formal training – support for vocational ESL and entrance into formal training is essential to safety for these people
- ✦ There are networks in place to specifically support women in the trades – Washington Women in the Trades and Sisters in the Building Trades – representing professionals who are dedicated to improving construction work access for women (primarily King County) – ***they need to be supported and endorsed***

Washington State:

- ✦ According to the state’s Workforce Board, job placement outcomes for apprenticeship is higher in wage than any other type of training program in the state; however, retention is a noted issue for women and minority groups
- ✦ The Washington State Apprenticeship Training Council regulates registered apprenticeship in Washington State – ***several council members are located in Seattle/King County***
- ✦ In 2000, Governor Locke supported an executive order increasing apprenticeship utilization on public works projects over \$1 million dollars
- ✦ In 2005, Governor Gregoire launched “Running Start for the Trades” with key state organizations to increase articulations and improve the image of construction with young people
- ✦ The average construction firm in Washington State is small (less than seven employees, many not full time) and residential
- ✦ Even entering fall 2006 with declines in housing sales, non-residential construction (including public works) climbed by 19.5% and the construction industry and real estate sales are credited by the State Economic and Revenue Forecast Council (ERFC) as the primary reason we enjoyed a state revenue surplus in 2005 – 2006
- ✦ ERFC has noted continued growth in commercial and public works projects over the last four quarters – these large scale, multiple contractor projects employ more people for longer durations than the residential sub-sector
- ✦ Despite local opportunity that will not be outsourced, Washington is in-sourcing construction workers for commercial and public works projects – local citizens are not pursuing these jobs, and it is a puzzling situation

Nationally:

- ✦ Construction employs 7.5 million people nationally – from August 2005 to August 2006, national construction rose 2.9% - more than double the 1.3% increase in all new non-farm jobs
- ✦ According to the Bureau of Labor Statistics, construction’s seasonally adjusted hourly earnings in construction averaged \$20.08 per hour – 20% higher than the average for all private industry non-supervisory workers
- ✦ Construction makes a disproportionately large contribution to Gross Domestic Product – the value of construction in 2005 exceed \$1.14 trillion dollars – funds staying in America

A career path less travelled - Despite Ontario beefing up apprenticeships, the stigma around skilled trades and a failure to recruit youth are likely to prolong shortages, writes Daniel Girard

Source: Daniel Girard, Toronto Star, Canada, December 28, 2006

Paul Shrimpton had always thought university was for him.

But after two years – one in an "elitist" program at Carleton University in Ottawa, another studying "impractical things" at the University of Toronto – he decided his dad was right, learning a trade was a good choice. Five years later and completing his final schooling at George Brown College to become a certified electrician, Shrimpton, 26, is even more convinced.

"Many of my (university) friends can't necessarily use their degrees," says Shrimpton, who makes about \$26 an hour as a union apprentice working in everything from auto plants to highrise condominium construction and will top \$30 an hour once he finishes his studies and certification exams. "But I have a skill and people allow me to do work based on what I know. "It's almost like I'll have a lifetime license to print money."

An increasing number of Ontarians are coming to the same conclusion. Apprenticeships have risen in recent years through a combination of proactive government policies, tax breaks, warnings of looming skilled trades crises by industry and public awareness of how lucrative and successful they can be. But most argue there's a lot more to be done: From breaking down lingering stereotypes among school teachers, guidance counselors and parents that it's not a career choice for "smart" people, to getting kids more exposure to skilled trades via properly-funded shop programs in elementary and high school.

There are also calls for colleges, which do the majority of in-class education, to make information about trades more readily available to students in high school and adults in the workforce. Some say employers, particularly in the industrial sector, need to provide more jobs so apprentices can get trained. Others argue unions should be more flexible in the ratios of apprentices to journeypersons on worksites so a larger number of people can get trades training.

"We've been guilty of relying on our success at attracting immigrants to provide us with trades people and focusing on the knowledge-based economy," says Richard Lyall, president of the Residential Construction Council of Ontario. With the skilled trades shortage a global phenomenon, Lyall says the training will have to happen here. One way to do that is through the elementary and secondary school system introducing those career options to youngsters, he says. "One-third of our kids are dropping out of high school because they're bouncing off the walls," says Lyall, whose members employ a wide range of trades people from plumbers and electricians to sheet metal workers and carpenters. "They're not being turned on to things that they might find appealing because the system is geared to prepare people for universities, not for jobs."

But the Liberal government says it's trying to change that. It has set a goal of 26,000 new apprenticeship registrants each year by the spring of 2008 – an increase of more than 50 per cent. Among its moves to try and achieve that are a tax credit to get employers to hire more apprentices and a co-op diploma apprenticeship program that allows students to complete college while learning a trade such as tool and die making or automotive service technician. But Secretary-

Treasurer Irene Harris from the Ontario Federation of Labour calls it "heart-breaking" how the apprenticeship system is being eroded.

The Progressive Conservatives in the late 1990s brought in a new law that weakened protection for non-unionized workers apprentices and opened the door to a host of "non-traditional trades" such as child and youth worker and education assistant, Harris says. The Liberals have made matters worse by "dumbing down the trades" through programs that steer young people who are not performing well in school toward skilled trades, "setting them up for failure." A big part of the problem is the Liberal move to dramatically increase the number of new apprentices, says Harris, calling it "the wrong starting point." "They're saying anything that's training is an apprenticeship and I don't think most people agree with that."

Tyler Charlebois of the College Student Alliance says the government is "moving in the right direction" with its enhanced training programs. He also thinks the Jan. 1 transfer of about 600 federal employees to the provincial labour market training scheme will open up even more opportunities. "It's a slow process because you have to get over years of stigma around the trades and how a lot of people have never considered it part of the realm of advanced education," he says. "But we're definitely moving in that direction."

County to require apprentice workers

Source: [Steven Friederich](#) - Daily World Writer (Aberdeen) Tuesday, October 24, 2006

MONTESANO — A measure requiring contractors to employ a minimum number of apprentices if they work on major county-funded public works projects was approved unanimously by the county commissioners Monday. The mandate applies to construction projects valued at more than \$500,000.

The rule likely will affect about four projects next year, according to County Road Engineer Russ Esses, who believes the program will be a detriment to the county. "We see no county benefit in requiring additional mandated training goals," Esses and three other county road engineers wrote in a staff memo. "The present process allows contractors to use apprentices to complete a project at the lowest project cost. This will reduce the amount of road improvements that we can complete with our limited funding."

Unions pleased: The union leaders on hand broke into applause when the vote was taken. It's a cause they've been working on for nearly four years. They say younger workers are needed to replace retiring Baby Boomers. They also want to see more training programs.

Apprentices earn about 60 percent of the average salary of a journeyman. The rates are based on a state Labor & Industries wage scale. A carpenter's apprentice makes about \$17 per hour, while a laborer's apprentice makes about \$15.

Proprietors of "open shops" that aren't affiliated with unions have contested the idea, mostly because they disagree with the apprentice training program. They prefer to train in-house and say the mandate will take away jobs from their full-time employees.

Commissioner Al Carter said the apprenticeship issue never should have been defined as a union vs. non-union issue since it's a state-regulated program that anyone can join.

Both sides testified for more than 90 minutes last month. On Monday, the commissioners gave the public one last chance to speak out, but only a couple of people from both sides did so.

Effectiveness questioned: "Having mandatory apprentices would hurt us and the people working for us," Bob Glenn of Aberdeen-based Lakeside Industries testified. He said he doubts there are enough apprentices in the Harbor area to make it an effective program. "This isn't Seattle. If we have mandatory (apprenticeships) then somebody has got to stay home because we can only have so many guys on the crew."

Dave Johnson, of the Washington State Building and Construction & Trades Council, contended that there are more than enough apprentices on the Harbor. "I did a little bit of research on the apprentices currently enrolled and the number is 178, and we'd like to see that grow," Johnson said.

Memo not revealed: Not revealed in testimony during either public hearing was a Sept. 13 memo obtained by The Daily World. It was drafted by Esses and signed by three other county road engineers — Frederick Becker, Roger Stein and Ron Merila - who strenuously objected to the apprenticeship mandate.

Last month, Commissioner Bob Beerbower said there had been no staff report filed on the issue. The county Public Works director, Paul Easter, backs up Beerbower's contention, describing Esses' recommendation as a "staff memo not a staff report." Esses' letter indicates that he and the other county road engineers and managers believe that the apprenticeship mandate will increase project costs while decreasing the number of contractors "that can bid and compete on our projects." Esses said he met with the commissioners and Easter and told them of his concerns, but never publicly presented his findings because he was never invited to the county commission's meeting. "I guess I could have taken the time off to do it but I was neither told to be there or not to be there," Esses said in his office after the meeting.

Beerbower said he had seen the memo but he and the other commissioners decided to go forward with the apprenticeship mandate anyway. "I would think we would want to review this over time and see how it is working, but I felt we needed to address this mandate and look at it," Beerbower said. "Yes, I see there are pluses and minuses to both sides of this issue and, yes, we want to make sure what's working and what's not working." Beerbower said that although the ordinance doesn't require that the apprenticeship mandate be reviewed after a year to determine its cost worthiness, he's going to make sure it happens. "I get very frustrated when the state enacts a mandate and we go to them and say how much that mandate hurts us," Beerbower said. "I hope that local government can look at these things and make a determination if it's right or wrong and change it if it's not right."